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Human Resources Development Canada
Développement des ressources humaines Canada

Collective Bargaining Bulletin

Volume 3, Issue 8, August 2000

FOREWORD

Through its Collective Bargaining Bulletin, the Workplace Information Directorate continues to provide the industrial relations community with rapid access to current information on recent major collective bargaining settlements in Canada and the status of on-going key negotiations.

Summaries of the most recent settlements are presented with an emphasis on the main negotiated changes to the previous agreement. These summaries relate to concluded negotiations for which finalized settlement reports were not available at the time of publishing.

In the listing of ***current settlements***, settlement reports which are available at time of print are preceded by a check mark. Subscribers may select and obtain, either by facsimile or mail, those reports which are of particular interest by calling the Workplace Information Directorate at 1-800-567-6866 or (819) 997-3117.

Also provided in the Collective Bargaining Bulletin are details on ***current key negotiations*** and a list of ***major work stoppages*** stating surrounding issues.

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Internet: http://labour.hrdc-drhc.gc.ca/

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SUMMARIES

Greater Vancouver Hotel Employer's Association *and* Hotel Employees and Restaurant Employees International Union

- following an approximate 4-week work stoppage, 2,200 hotel and restaurant service and maintenance employees in Vancouver and area, British Columbia, reached a 36-month agreement which runs to June 30, 2003
- wage adjustments of 2.0 per cent on July 28, 2000, and 3.0 per cent on March 1, 2001 and July 1, 2002, representing an average annual wage adjustment of 2.4 per cent
- signing bonus of $300
- increased employer contributions to health and welfare and pension plans equal to approximately 4.0 per cent of the total wage bill

continued

Canada

Liquor Control Board of Ontario *and* **Ontario Liquor Boards Employees' Union**

- 4,400 full-, part-time and casual office, clerical, warehouse and retail employees, province-wide, Ontario, signed a 24-month agreement which expires March 31, 2002
- wage adjustments of 3.0 per cent on April 1, 2000 and 2001
- lump-sum payments, *after taxes*, of $500 for permanent employees and $300 for casual employees, no later than August 31, 2000
- formal recognition of current practice in some stores and warehouses of night shift with introduction of a premium of $2.00 per hour
- employer will not close any of its logistics facilities, including private stock and private ordering and will not surplus any employees at these facilities
- effective September 1, 2000, for full- and part-time employees, benefit improvements to semi-private hospital coverage, health service benefits, dental and vision care plans
- long-term disabled employees receive an increase of $5.00 per month in monthly benefits
- improved benefits and premium pay provisions for casual employees
- premium of three times regular rate for work on Sunday, December 24 and December 31, 2000

Government of Ontario *and* **Ontario Provincial Police Association**

- 4,840 full- and part-time officers and civilians, province-wide, Ontario, reached a 36-month agreement which runs to December 31, 2002
- wage adjustments of 2.0 per cent on January 1, 2000, 2001 and 2002, with additional increases to officers on these dates of 2.16 per cent, 0.84 per cent and 1.0 per cent respectively as a Provincial Responsibility Incentive in recognition of their work across the province
- effective January 1, 2000, when employee is killed in line of duty, employer will reimburse surviving spouse or dependants for funeral/burial expenses up to a maximum of $12,000 in addition to Workplace Safety and Insurance Board benefits
- effective January 1, 2001, Northern Incentive Compensation Enhancement provides payment of incentives to attract and retain personnel to remote locations
- improvements in plain clothes allowance and supplementary health and hospital plan

Union Gas Limited and Communications, Energy *and* **Paperworkers Union of Canada**

- 700 utility, service, maintenance and administrative employees, in southwestern Ontario, reached a 36-month agreement which runs to December 31, 2002
- wage adjustments of 2.0 per cent on January 1, 2000, 2.5 per cent on January 1, 2001 and 2002, representing an average annual wage adjustment of 2.4 per cent
- improvements to paid vacation, health and safety, training fund, job security, pension plan and health and welfare benefits
- employees have option of either remaining in the current pension plan or enrolling in one of several other pension choices

Lake Erie Steel Co. Ltd. (division of Stelco Inc.) *and* **United Steelworkers of America**

- 1,000 production employees in Nanticoke, Ontario, signed a 48-month agreement which expires July 31, 2004
- wage adjustments of 3.3 per cent on August 1, 2000, 2001, 2002 and 2003
- cost-of-living fold-in of $1.20 an hour generated from the previous agreement folded into wage rates prior to current adjustments and continuing provision provides for 1¢ per 0.3 point increase in the CPI
- improvements to income sharing plan, dental, vision care, and pension plans and shift premiums

United Parcel Service Canada Limited *and* **International Brotherhood of Teamsters**

- 2,800 truck drivers and mechanics, Canada-wide, signed a 53½-month agreement which expires July 31, 2004
- wage adjustments of 50¢ an hour on February 16, 2000, 2001 and 2002; 55¢ an hour on February 16, 2003, and 60¢ cents on February 16, 2004, representing an average annual wage adjustment of 3.03 per cent
- improvements in health and welfare plans and pension benefits

CURRENT SETTLEMENTS

√ ***To receive copies of reports preceded by a check mark call the Workplace Information Directorate at 1-800-567-6866 or (819) 997-3117 and quote employer name and reference number of report(s). Reports are available in both official languages.***

Employer, Location and Reference Number	Union and Bargaining Unit	Settlement Date ********** Term of Contract
PRINCE EDWARD ISLAND		
Government of Prince Edward Island, province-wide **0460610**	Cdn. Union of Public Employees (building maintenance, office and clerical employees and bus drivers)	June 28/2000 ********** July 1/1999 - June 30/2002
NEW BRUNSWICK		
√ New Brunswick Power Corporation, province-wide **1243701**	Intl. Brotherhood of Electrical Workers (operational employees)	May 24/2000 ********** Jan. 1/2000 - Dec. 31/2000
QUEBEC		
Aluminerie de Bécancour inc., Bécancour **0975104**	Fédération des syndicats du secteur aluminium inc. (plant and maintenance employees)	July 5/2000 ********** July 1/2000 - June 30/2004
Comité patronal de négociation secteur santé et services sociaux, province-wide **0900006**	Association professionnelle des inhalothérapeutes du Québec (health service employees)	July 3/2000 ********** July 1/1998 - June 30/2002
Maritime Employers Association, Montréal **0330205**	Cdn. Union of Public Employees (longshoremen)	June 28/2000 ********** Jan. 1/1998 - Dec. 31/2003
√ Montreal Urban Community Transit Commission, Montréal **0374807**	Fédération des employées et employés de services publics inc. (mechanics, service and maintenance employees)	June 14/2000 ********** Jan. 10/2000 - Jan. 9/2003
Vidéotron ltée, Montréal and Sherbrooke **1060402**	Cdn. Union of Public Employees (administrative services employees)	July 2/2000 ********** Jan. 1/1999 - Dec. 31/2001
ONTARIO		
Government of Ontario, province-wide **0672212**	Ontario Provincial Police Association (police officers and civilian employees)	July 18/2000 ********** Jan. 1/2000 - Dec. 31/2003

continued

	Employer, Location and Reference Number	Union and Bargaining Unit	Settlement Date ************ Term of Contract
	ONTARIO (continued)		
√	Loblaws Supermarkets Limited, province-wide **0896504**	United Food and Commercial Workers Intl. Union (retail store employees)	July 28/2000 ************** June 29/2000 - July 1/2006
√	Pinkerton's of Canada Limited, province-wide **0978103**	United Steelworkers of America (security guards)	June 26/2000 ************** June 26/2000 - May 31/2003
√	Simcoe County District School Board, Midhurst and area **1179502**	Ontario Public Services Employees Union (educational services employees)	June 29/2000 ************** Jan. 1/2000 - Dec. 31/2002
√	Simcoe Muskoka Catholic District School Board, Barrie and area **1251501**	Ontario English Catholic Teachers' Association (elementary teachers)	June 30/2000 ************** Sept. 1/2000 - Aug. 31/2002
√	TKA Fabco Corp., Windsor **0168807**	Natl. Automobile, Aerospace, Transportation and General Workers Union of Canada (plant and maintenance employees)	June 1/2000 ************** Jan. 1/2001 - Dec. 31/2003
	Toronto Convention Centre Corporation, Toronto **1109202**	Laborers' Intl. Union of North America (general services employees)	Dec. 13/1999 ************** Jan. 1/2000 - Dec. 31/2002
	Union Gas Limited, Southwestern Ontario **0414108**	Communications, Energy and Paperworkers Union of Canada (service, maintenance, office and clerical employees)	July 25/2000 ************** Jan. 1/2000 - Dec. 31/2003
	York University, Toronto **0529111**	York University Staff Association (technical, office and clerical employees)	July 28/2000 ************** Aug. 1/2000 - July 31/2002
	MANITOBA		
√	Government of Manitoba, province-wide **0672508**	Manitoba Government Employees Union (all categories)	July 14/2000 ************** March 25/2000 - March 21/2003
	ALBERTA		
√	Board of Trustees Edmonton School District No. 7, Edmonton **0503008**	Cdn. Union of Public Employees (custodial employees)	July 4/2000 ************** Sept. 1/2000 - Aug. 31/2002

continued

	Employer, Location and Reference Number	Union and Bargaining Unit	Settlement Date ************ Term of Contract
	ALBERTA (continued)		
√	Board of Trustees Edmonton School District No. 7, Edmonton **0503309**	Cdn. Union of Public Employees (office and clerical employees)	July 4/2000 ************** Sept. 1/2000 - Aug. 31/2002
	BRITISH COLUMBIA		
	Cara Operations Ltd., Vancouver International Airport **1236602**	Hotel Employees and Restaurant Employees Intl. Union (restaurant employees)	July 20/2000 ************** April 1/2000 - March 31/2004
√	Forest Industrial Relations Limited, B.C. Coast **0097107**	Industrial Wood and Allied Workers of Canada (mill employees)	July 28/2000 ************** June 15/2000 - June 14/2003
	Greater Vancouver Hotel Employer's Association, Vancouver and Richmond **0647106**	Hotel Employees and Restaurant Employees Intl. Union (hotel and restaurant employees)	July 28/2000 ************** July 1/2000 - June 30/2003
√	Interior Forest Labour Relations Association, southern interior **0097307**	Industrial Wood and Allied Workers of Canada (mill employees)	July 31/2000 ************** July 1/2000 - June 30/2003
√	White Spot Limited, Vancouver **0652806**	Natl. Automobile, Aerospace, Transportation and General Workers Union of Canada (CAW-Canada) (hotel and restaurant employees)	July 14/2000 ************** Jan. 16/2000 - Jan. 15/2004
	MULTIPROVINCE		
√	Atomic Energy of Canada Limited, Mississauga, Ontario and Montréal, Quebec **0638709**	Society of Professional Engineers and Associates - AECL, CANDU (engineers, scientific and other professionals)	June 2/2000 ************** Jan. 1/2000 - Dec. 31/2002
√	Canadian Airlines International Ltd., system-wide **0794506**	Cdn. Union of Public Employees (flight attendants)	July 6/2000 ************** June 1/2000 - June 30/2004
√	Professional Association of Canadian Theatres, Canada-wide **0633409**	Cdn. Actors Equity Association (stage entertainers)	July 21/2000 ************** June 26/2000 - June 29/2003

CURRENT KEY NEGOTIATIONS

Employer	Union	Number of employees	Status[1]	Expiry month
Public Sector				
•Government of Canada	Various unions	127,090	B/CO/TENT	Sept. 97/Sept. 00
•Canada Customs and Revenue Agency	PSAC and PIPS	48,020	B	(1st) Oct. 00
•Canadian Food Inspection Agency	PIPS and PSAC	4,330	B	Dec. 99/Sep. 00
•Cape Breton Development Corporation	Mineworkers (UMWA)	1,200	B/CO	Dec. 98
•Government of Nova Scotia	CUPE	1,160	CO	Oct. 99
•Government of Nova Scotia	Nova Scotia Government Employees Union	5,700	B	Mar. 00
•Government of New Brunswick	Nurses Union	5,700	CO	June 00
•Sydney Steel	Steelworkers	600	B	Oct. 99
•Government of Quebec	Various unions	9,030	B	June 98/Dec. 99
•City of Toronto	Firefighters	3,000	MED	Various
•Manitoba Hydro-Electric Board	IBEW	2,300	TENT	May 00
•Government of Saskatchewan	Saskatchewan Teachers' Federation	12,000	PCB	Dec. 99
•British Columbia Ferry Corporation	British Columbia Ferry and Marine Worker's Union	4,400	TENT	Oct. 98
Private Sector				
•Air Canada	Pilots	2,100	MED	Apr. 00
•Purolator Courier	Teamsters	8,000	TENT	Dec. 99
•Falconbridge	CAW	1,260	WS	July 00
•Lakehead Terminal Elevators Association	Steelworkers	700	CO	Jan. 00
•Pipe Line Contractors' Association	Various unions	5,100	B/TENT	Apr. 00

[1]

ARB	arbitration	MED	mediation	PMB	post-mediation bargaining
B	bargaining	M/WS	mediation after work stoppage	TENT	tentative agreement
B/WS	bargaining after work stoppage	PAB	post-arbitration bargaining	WS	work stoppage
CO	conciliation	PCB	post-conciliation bargaining		

MAJOR WORK STOPPAGES INVOLVING 500 OR MORE EMPLOYEES FROM JULY 28 TO AUGUST 24, 2000

Employer, Location, Union	Issues	Number of employees	Starting	Ending
Hospitality Industrial Relations,* Richmond, Vancouver, and Whistler, B.C. Hotel Employees and Restaurant Employees Intl. Union and CAW-Canada	Wages, pensions, and welfare plan	2,200	July 3, 2000	July 29, 2000
Suncor Energy Inc., Fort McMurray, Alberta Various unions	Contracting-out	500	July 26, 2000	July 31, 2000 Illegal strike
Falconbridge Ltd., Falconbridge, Ont. Natl. Automobile, Aerospace, Transportation and General Workers Union of Canada (CAW-Canada)	Various issues	1,260	Aug. 1, 2000	
BC Tel (Telus), Burnaby, B.C. Telecommunications Workers Union	Wages reduction	1,400	Aug. 17, 2000	Aug. 23, 2000 Wildcat strike
Vancouver City Hall, Vancouver, B.C. Canadian Union of Public Employees	Delay in negotiations	800	Aug. 21, 2000	Aug. 21, 2000 Wildcat strike**

* Hospitality Industrial Relations is the bargaining agent for the employer "The Greater Vancouver Hotel Employer's Association".

** The strike lasted five hours.

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The full Calendar of Major Collective Agreement Expiries and Reopeners for the Year 2000 is available on the Workplace Information Directorate website at:

http://labour.hrdc-drhc.gc.ca/doc/wid-dimt/eng/expreo.cfm

The content of this publication has been prepared by members of the Social Science Employees Association and the Public Service Alliance of Canada.

WORKPLACE INFORMATION LABOUR

INFORMATION SUR LES MILIEUX DE TRAVAIL TRAVAIL

INFORMATION PRODUCTS AND CLIENT SERVICES

Client Services

The Workplace Information Directorate is your source for up-to-date, customized information on industrial relations and collective bargaining.

By meeting your specific research needs, we can assist you in preparing for the resolution of issues at the bargaining table. We can also help you keep abreast of developments in the industrial relations field through our information service and publications. Our resources are used by negotiators, researchers, economists, consultants, journalists, teachers and many others.

Wage Settlements Bulletin

A monthly publication providing the most up-to-date information and analysis of major wage developments in collective bargaining in Canada. The Bulletin is a valuable and recognized reference source providing statistical and analytical information illustrated with useful charts and tables on recent wage developments in Canada. The aggregate data and details are published in the following groupings: public and private sectors, regions and jurisdictions, and major industry groups. Annual subscription: Canada, $200 plus 7% GST ($214); other countries, U.S. $200. (Available by fax or by mail).

Workplace Gazette

A quarterly publication providing data on wage adjustments from major collective bargaining settlements by public and private sectors, by region, by jurisdiction and by major industry; detailed analysis of selected provisions in major agreements; information on innovative workplace practices in Canada resulting from collective bargaining; a quarterly calendar of major collective agreement expiries and reopeners; and, a chronological perspective on work stoppages in Canada. It also features articles or case studies on pertinent industrial relations matters. Annual subscription: Canada, $125 plus 7% GST ($133.75); other countries, U.S. $125.

Collective Bargaining Bulletin

A monthly publication containing timely information based on recently signed major collective agreements in Canada. The publication focuses on summaries of changes to wages and benefits in selected settlements, the status of key negotiations as well as data on work stoppages in Canada. In addition, a listing of formal and up-to-date reports of major settlements is provided and copies are available by calling the Workplace Information Directorate at 1-800-567-6866 or (819) 997-3117. Annual subscription: Canada, $50 plus 7% GST ($53.50); other countries, U.S. $50.

For further information, contact the Workplace Information Directorate:

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1-819-953-9582

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SUMMARIES

British Columbia Ferry Corporation *and* **British Columbia Ferry and Marine Workers' Union**

- 4,400 licensed and unlicensed personnel on the B.C. Coast, reached a 60-month agreement which runs to October 31, 2003
- wage freeze beginning November 1, 1998; wage adjustments of 2.0 per cent on November 1, 2000 and 2001, representing an average annual adjustment, including COLA projections, of 1.2 per cent
- cost-of-living allowance during the last year of the agreement effective November 1, 2002
- minor improvements to various allowances and health and welfare benefit maximums

continued

Canada

Zehrs Markets *and* **United Food and Commercial Workers International Union**

- following a four-day work stoppage, 7,000 full- and part-time retail food store employees, province-wide, Ontario, excluding Southwestern region, reached a 72-month agreement which expires June 28, 2006
- for full-time employees, wage adjustments of 50¢ per hour on June 29, 2001 and 30¢ per hour on June 29, 2003 and 2005; for part-time employees, 30¢ per hour on June 29, 2001 and 20¢ per hour on June 29, 2003 and 2005
- lump-sum payments providing a maximum of $4,000 for full-time employees and $2,000 for part-time employees over the duration of the agreement
- cost-of-living allowance yields 1¢ per 0.325 point increase in the Consumer Price Index
- improvements to dental, prescribed drugs and pension plans
- creation of 300 new full-time positions over the next six years

Zellers Inc. *and* **United Steelworkers of America**

- 520 warehouse employees in Toronto and Brampton, Ontario, reached a 36-month agreement which runs to May 31, 2003
- wage adjustments of 4.5 per cent on June 1, 2000, with a further 3.5 per cent in 2001 and a 4.0 per cent in 2002

MTD Products Limited *and* **National Automobile, Aerospace, Transportation and General Workers Union of Canada (CAW-Canada)**

- approximately three weeks prior to the expiry of their agreement, 680 production and maintenance employees in Kitchener, Ontario, reached a 36-month agreement which expires September 14, 2003
- general wage adjustments, other than skilled trades, of 55¢ per hour on September 15, 2000, 45¢ per hour in September 2001, and September 2002
- skilled trades employees receive wage adjustments of $1.25 per hour on September 15, 2000, 90¢ per hour in September 2001, and 70¢ per hour in September 2002
- improvements in vacation leave, health and welfare maximum benefits, paid education leave, bereavement leave, and pension plan

CURRENT SETTLEMENTS

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Employer, Location and Reference Number	Union and Bargaining Unit	Settlement Date •••••••••••• Term of Contract
PRINCE EDWARD ISLAND		
Government of Prince Edward Island, province-wide **0460610**	Cdn. Union of Public Employees (building maintenance, office and clerical employees and bus drivers)	June 28/2000 •••••••••••••• July 1/1999 - June 30/2002
QUEBEC		
√ Aluminerie de Bécancour inc., Bécancour **0975104**	Fédération des syndicats du secteur aluminium inc. (plant and maintenance employees)	July 5/2000 •••••••••••••• July 1/2000 - June 30/2004

continued

	Employer, Location and Reference Number	Union and Bargaining Unit	Settlement Date ********** Term of Contract
	QUEBEC (continued)		
√	City of Québec, Québec **0680507**	Syndicat des fonctionnaires municipaux de Québec inc. (office and clerical employees)	Aug. 28/2000 ********** Jan. 1/2000 - Dec. 31/2002
√	Comité patronal de négociation secteur santé et services sociaux, province-wide **0900006**	Association professionnelle des inhalothérapeutes du Québec (health service employees)	July 3/2000 ********** July 1/1998 - June 30/2002
	Maritime Employers Association, Montréal **0330205**	Cdn. Union of Public Employees (longshoremen)	June 28/2000 ********** Jan. 1/1998 - Dec. 31/2003
√	Vidéotron ltée, Montréal and Sherbrooke **1060402**	Cdn. Union of Public Employees (administrative services employees)	July 2/2000 ********** Jan. 1/1999 - Dec. 31/2001
	ONTARIO		
√	City of Ottawa, Ottawa **1023103**	Cdn. Union of Public Employees (recreational employees)	May 23/2000 ********** Jan. 1/1999 - Dec. 31/2000
√	Government of Ontario, province-wide **0672212**	Ontario Provincial Police Association (police officers)	July 18/2000 ********** Jan. 1/2000 - Dec. 31/2003
	Lake Erie Steel Co. Ltd., (Division of Stelco Inc.), Nanticoke **0151706**	United Steelworkers of America (production employees)	Aug. 3/2000 ********** Aug. 1/2000 - July 31/2004
√	Liquor Control Board of Ontario, province-wide **0449808**	Ontario Liquor Boards Employees Union (retail, warehouse, office and clerical employees)	Aug. 11/2000 ********** April 1/2000 - March 31/2002
	MTD Products Limited, Kitchener **0187108**	Natl. Automobile, Aerospace, Transportation and General Workers Union of Canada (CAW-Canada) (production employees)	Aug. 25/2000 ********** Sept. 15/2000 - Sept. 14/2003
√	Metropolitan Toronto Convention Centre Corporation, Toronto **1109202**	Laborers' Intl. Union of North America (general services employees)	Dec. 13/1999 ********** Jan. 1/2000 - Dec. 31/2002
√	Peterborough Victoria, Northumberland and Clarington Catholic District School Board, Peterborough and area **1226602**	Cdn. Union of Public Employees (support employees)	May 28/2000 ********** Jan. 1/2000 - Aug. 31/2001

continued

	Employer, Location and Reference Number	Union and Bargaining Unit	Settlement Date ********** Term of Contract
	ONTARIO (continued)		
√	Union Gas Limited, Southwestern Ontario **0414108**	Communications, Energy and Paperworkers Union of Canada (service, maintenance, office and clerical employees)	July 25/2000 ********** Jan. 1/2000 - Dec. 31/2003
√	Waterloo Region District School Board, Kitchener and area **1179702**	Custodians and Maintenance Association (custodial employees)	July 8/2000 ********** Sept. 1/1999 - Aug. 31/2001
√	York University, Toronto **0529111**	York University Staff Association (technical, office and clerical employees)	July 28/2000 ********** Aug. 1/2000 - July 31/2002
	Zellers Inc., Toronto **0857306**	United Steelworkers of America (warehouse employees)	Aug. 13/2000 ********** June 1/2000 - May 31/2003
	MANITOBA		
√	Regional Health Authorities of Manitoba, province-wide **0970504**	Manitoba Association of Health Care Professionals (para-medical technical employees)	July 17/2000 ********** April 1/1999 - March 31/2003
√	Regional Health Authorities of Manitoba, province-wide **1231901**	Manitoba Government Employees' Union (health and social care professional employees)	Aug. 9/2000 ********** April 1/1999 - March 31/2003
	BRITISH COLUMBIA		
√	Cara Operations Ltd., Vancouver International Airport **1236602**	Hotel Employees and Restaurant Employees Intl. Union (restaurant employees)	July 20/2000 ********** April 1/2000 - March 31/2004
√	Conifer (Council on Northern Interior Forest Employment Relations), northern interior **0097407**	Industrial Wood and Allied Workers of Canada (mill employees)	Aug. 16/2000 ********** July 1/2000 - June 30/2003
√	Greater Vancouver Hotel Employer's Association, Vancouver and Richmond **0647106**	Hotel Employees and Restaurant Employees Intl. Union (hotel and restaurant employees)	July 28/2000 ********** July 1/2000 - June 30/2003
√	Insurance Corporation of British Columbia, province-wide **0459707**	Office and Professional Employees Intl. Union (service, maintenance, scientific, office and clerical employees)	Aug. 25/2000 ********** July 1/1999 - June 30/2003
√	Vancouver Police Board, Vancouver **0732208**	British Columbia Federation of Police Officers (police officers)	Aug. 9/2000 ********** Jan. 1/2000 - Dec. 31/2002

continued

Employer, Location and Reference Number	Union and Bargaining Unit	Settlement Date ************ Term of Contract
MULTIPROVINCE		
√ Government of Canada, Canada and abroad **0667408**	Professional Association of Foreign Service Officers (foreign service officers)	Aug. 31/2000 ************** July 1/1999 - June 30/2001
√ Pipe Line Contractors Association of Canada, Canada-wide **0271709**	United Association of Journeymen and Apprentices of the Plumbing and Pipe Fitting Industry of the United States and Canada (plumbers and pipefitters)	July 19/2000 ************** May 1/2000 - April 30/2003
√ United Parcel Service Canada Ltd., Canada-wide **0366906**	Intl. Brotherhood of Teamsters (truck drivers and mechanics)	Aug. 1/2000 ************** Feb. 16/2000 - July 31/2004

CURRENT KEY NEGOTIATIONS

Employer	Union	Number of employees	Status[1]	Expiry month
Public Sector				
•Government of Canada	Various unions	125,600	B/CO	Aug. 99/Sept. 00
•Canada Customs and Revenue Agency	PSAC and PIPS	48,020	B	(1st) Oct. 00
•Canadian Food Inspection Agency	PIPS and PSAC	4,330	B/CO	Sept. 00
•Cape Breton Development Corporation	Mineworkers (UMWA)	1,200	B	Dec. 98
•Government of Nova Scotia	CUPE	1,160	CO	Oct. 99
•Government of Nova Scotia	Nova Scotia Government Employees Union	5,700	B	Mar. 00
•Government of New Brunswick	Nurses Union	5,700	TENT	June 00
•Sydney Steel	Steelworkers	600	B	Oct. 99
•Government of Quebec	Quebec Provincial Police Association	4,700	TENT	June 98
•Montreal Urban Community	MUC Police Association	4,510	ARB	Dec. 98
•City of Toronto	Firefighters	3,000	MED/ARB	Various
•Manitoba Hydro-Electric Board	IBEW	2,300	CO	May 00
•Government of Saskatchewan	Saskatchewan Teachers' Federation	12,000	TENT	Dec. 99
Private Sector				
•Air Canada	Pilots	2,100	TENT	Apr. 00
•CN Rail	Maintenance of Way	4,000	TENT	Dec. 00
•Purolator Courier	Teamsters	8,000	TENT	Dec. 99
•Falconbridge	CAW	1,260	WS	July 00
•Lakehead Terminal Elevators Association	Steelworkers	700	CO	Jan. 00
•Pipe Line Contractors' Association	Various unions	4,500	B	Apr. 00
•NAV CANADA	IBEW	950	B	Aug. 00

[1] ARB arbitration; B bargaining; B/WS bargaining after work stoppage; CO conciliation; MED mediation; M/WS mediation after work stoppage; PAB post-arbitration bargaining; PCB post-conciliation bargaining; PMB post-mediation bargaining; TENT tentative agreement; WS work stoppage

MAJOR WORK STOPPAGES INVOLVING 500 OR MORE EMPLOYEES FROM AUGUST 25 TO SEPTEMBER 21, 2000

Employer, Location, Union	Issues	Number of employees	Starting	Ending
Falconbridge Ltd., Falconbridge, Ont. Natl. Automobile, Aerospace, Transportation and General Workers Union of Canada (CAW-Canada)	Various issues	1,260	Aug. 1, 2000	
Loomis Armored Car Service Ltd., various locations, Alta., Sask., and Man. Intl. Brotherhood of Teamsters	Wages and working conditions	600	Aug. 28, 2000	Sept. 19, 2000
Zehrs Markets, Division of Zehrmart Ltd., province-wide, Ont. United Food and Commercial Workers Intl. Union	Wages and working conditions	8,000	Sept. 8, 2000	Sept. 12, 2000
Loblaws Supermarkets Ltd., Gloucester and Nepean, Ont. United Food and Commercial Workers Intl. Union	Not available	1,200	Sept. 21, 2000	

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http://labour.hrdc-drhc.gc.ca/doc/wid-dimt/eng/expreo.cfm

The content of this publication has been prepared by members of the Social Science Employees Association and the Public Service Alliance of Canada.

WORKPLACE INFORMATION LABOUR

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Wage Settlements Bulletin

A monthly publication providing the most up-to-date information and analysis of major wage developments in collective bargaining in Canada. The Bulletin is a valuable and recognized reference source providing statistical and analytical information illustrated with useful charts and tables on recent wage developments in Canada. The aggregate data and details are published in the following groupings: public and private sectors, regions and jurisdictions, and major industry groups. Annual subscription: Canada, $200 plus 7% GST ($214); other countries, U.S. $200. (Available by fax or by mail).

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Développement des ressources humaines Canada

Collective Bargaining Bulletin

Volume 3, Issue 10, October 2000

FOREWORD

Through its Collective Bargaining Bulletin, the Workplace Information Directorate continues to provide the industrial relations community with rapid access to current information on recent major collective bargaining settlements in Canada and the status of on-going key negotiations.

Summaries of the most recent settlements are presented with an emphasis on the main negotiated changes to the previous agreement. These summaries relate to concluded negotiations for which finalized settlement reports were not available at the time of publishing.

In the listing of ***current settlements***, settlement reports which are available at time of print are preceded by a check mark. Subscribers may select and obtain, either by facsimile or mail, those reports which are of particular interest by calling the Workplace Information Directorate at 1-800-567-6866 or (819) 997-3117.

Also provided in the Collective Bargaining Bulletin are details on ***current key negotiations*** and a list of ***major work stoppages*** stating surrounding issues.

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SUMMARIES

Regional Municipality of Peel Police Services Board *and* **Peel Regional Police Associaiton**

- 1,300 police officers and 500 inside employees in Brampton, Ontario, settled two 36-month agreements which run to December 31, 2002
- wage adjustments on January 1, 2000, of 2.72 per cent, on January 1, 2001, of 3.0 per cent and on September 1, 2002, of 1.5 per cent.
- the use of volunteers will not result in the lay off or termination of any bargaining unit members
- labour-management committee to be established to explore the availability or establishment of facilities and equipment for child care
- improvements in vacation leave, health and welfare benefits and allowances

continued

Canada

Air Canada and National Automobile, Aerospace, Transportation *and* General Workers Union of Canada (CAW-Canada)

- approximately 18 months prior to the expiry of their agreement on March 31, 2002, 4,710 customer service employees, system-wide, reached a 24-month agreement which expires March 27, 2004
- wage adjustments of 2.5 per cent on March 31, 2002 and March 30, 2003
- in the event of another bargaining agent at Air Canada or Canadian Airlines negotiating a higher wage adjustment, the higher wage adjustment will automatically apply to employees in this agreement settlement
- wage adjustments will be subject to further negotiations if the Consumer Price Index of the previous year exceeds the base wage adjustments by more than 1.0 per cent
- under a Voluntary Severance Program, a minimum of 300 employees during the period January 31 through October 31, 2001 and 100 employees during the period January 31 through October 31, 2003, may apply and be eligible for lump-sum payments ranging from $3,400 to $12,000
- improvements in vacation leave and health and welfare and pension plans benefits

Loblaws Supermarkets Limited *and* United Food and Commercial Workers International Union

- following a 13-day work stoppage, 1,200 full- and part-time retail food store employees in Nepean and Gloucester, Ontario, reached a 60-month agreement which runs to April 30, 2006
- wage adjustments of 25 cents an hour in each of the first three years and 30 cents an hour in each of the remaining three years for a total adjustment of $1.65 an hour over the six year period
- modest changes to the pension plan for certain employees

City of Vancouver *and* Canadian Union of Public Employees

- 1,400 outside employees in Vancouver, British Columbia, signed a 36-month agreement which runs to December 31, 2002
- wage adjustments of 2.0 per cent on January 1, 2000 and 2001 and 3.0 per cent on April 1, 2002 representing an average annual adjustment 2.3 per cent
- introduction of a "top-up" of Employment Insurance payments to 95 per cent of regular earnings for a 6-week period, and an extension by a further 11 weeks if medical evidence supports the additional absence for employees on maternity leave

CURRENT SETTLEMENTS

√ ***To receive copies of reports preceded by a check mark call the Workplace Information Directorate at 1-800-567-6866 or (819) 997-3117 and quote employer name and reference number of report(s). Reports are available in both official languages.***

Employer, Location and Reference Number	Union and Bargaining Unit	Settlement Date ********** Term of Contract
PRINCE EDWARD ISLAND		
Government of Prince Edward Island, province-wide **0460610**	Cdn. Union of Public Employees (building maintenance, office and clerical employees and bus drivers)	June 28/2000 ********** July 1/1999 - June 30/2002

continued

Employer, Location and Reference Number	Union and Bargaining Unit	Settlement Date ************ Term of Contract
NEW BRUNSWICK		
√ Moncton-NorthEast Construction Association, various locations **0882004**	United Brotherhood of Carpenters and Joiners of America (carpenters)	July 27/2000 ************ July 4/2000 - June 30/2003
QUEBEC		
√ City of Québec, Quebec **0680307**	Cdn. Union of Public Employees (outside employees)	Sept. 11/2000 ************ Jan. 1/2000 - Dec. 31/2002
√ Maritime Employers Association, Montreal **0330205**	Cdn. Union of Public Employees (longshoremen)	June 28/2000 ************ Jan. 1/1998 - Dec. 31/2003
√ Prévost Car inc., Ste-Claire **0192806**	Natl. Automobile, Aerospace, Transportation and General Workers Union of Canada (CAW-Canada) (plant and maintenance employees)	Sept. 17/2000 ************ July 1/2000 - June 30/2003
√ University of Québec at Montréal, Montreal **0524507**	Fédération des professionnels et professionnelles salarié(e)s et des cadres du Québec (professors)	Sept. 26/2000 ************ June 1/1999 - May 31/2003
ONTARIO		
√ Durham District School Board, Whitby and area **1121102**	Elementary Teachers' Federation of Ontario (elementary teachers)	Sept. 18/2000 ************ Sept. 1/2000 - Aug. 31/2001
√ Lake Erie Steel Co. Ltd., (Division of Stelco Inc.), Nanticoke **0151706**	United Steelworkers of America (production employees)	Aug. 3/2000 ************ Aug. 1/2000 - July 31/2004
√ MTD Products Limited, Kitchener **0187108**	Natl. Automobile, Aerospace, Transportation and General Workers Union of Canada (CAW-Canada) (production employees)	Aug. 29/2000 ************ Sept. 15/2000 - Sept. 14/2003
Regional Municipality of Peel Police Services Board, Brampton **0719808**	Peel Regional Police Association (inside employees)	Sept. 19/2000 ************ Jan. 1/2000 - Dec. 31/2002
Regional Municipality of Peel Police Services Board, Brampton **0719708**	Peel Regional Police Association (police officers)	Sept. 19/2000 ************ Jan. 1/2000 - Dec. 31/2002

continued

Employer, Location and Reference Number	Union and Bargaining Unit	Settlement Date ************ Term of Contract
ONTARIO (continued)		
Thames Valley District School Board, London and area **1199001**	Cdn. Union of Public Employees (maintenance employees)	Aug. 29/2000 ************* Jan. 1/2000 - Dec. 31/2001
Thames Valley District School Board, London and area **1120702**	Elementary Teachers' Federation of Ontario (elementary teachers)	Sept. 28/2000 ************* Sept. 1/2000 - Aug. 31/2001
Thames Valley District School Board, London and area **1120802**	Ontario Secondary School Teachers' Federation (secondary teachers)	Sept. 12/2000 ************* Sept. 1/2000 - Aug. 31/2001
√ Waterloo Region District School Board, Kitchener and area **1123302**	Ontario Secondary School Teachers' Federation (secondary teachers)	Sept. 29/2000 ************* Sept. 1/2000 - Aug. 31/2001
√ Zehrs Markets, Division of Zehrmart Limited, province-wide **0441107**	United Food and Commercial Workers Intl. Union (retail employees)	Sept. 11/2000 ************* June 29/2000 - July 1/2006
√ Zellers Inc., Toronto **0857306**	United Steelworkers of America (warehouse employees)	Aug. 13/2000 ************** June 1/2000 - May 31/2003
MANITOBA		
√ Manitoba Hydro, province-wide **0411607**	Cdn. Union of Public Employees (technical, office and clerical employees)	Sept. 7/2000 ************* March 30/2000 - March 26/2003
SASKATCHEWAN		
√ Government of Saskatchewan, province-wide **0501807**	Saskatchewan Teachers' Federation (elementary and secondary teachers)	Oct. 5/2000 ************* Jan. 1/2000 - Aug. 31/2002
ALBERTA		
√ Board of Trustees of Edmonton School District No. 7, Edmonton **0503210**	Alberta Teachers' Association (elementary and secondary teachers)	Sept. 26/2000 ************* Sept. 1/2000 - Aug. 31/2001
√ Board of Trustees of the Edmonton Catholic Regional Division No. 40, Edmonton **0822811**	Communications, Energy and Paperworkers Union of Canada (technical, office and clerical employees)	Sept. 11/2000 ************* Sept. 1/2000 - Dec. 31/2002 Reopener: Dec. 31/2001

continued

	Employer, Location and Reference Number	Union and Bargaining Unit	Settlement Date ************ Term of Contract
	BRITISH COLUMBIA		
√	British Columbia Ferry Corporation, B.C. coast **0310808**	British Columbia Ferry and Marine Workers' Union (licensed and unlicensed personnel)	Sept. 15/2000 ************ Nov. 1/1998 - Oct. 31/2003
√	City of Burnaby, Burnaby **0731307**	Cdn. Union of Public Employees (inside employees)	Sept. 21/2000 ************ Jan. 1/2000 - Dec. 31/2002
	City of Vancouver, Vancouver **0732007**	Cdn. Union of Public Employees (outside employees)	Oct. 12/2000 ************ Jan. 1/2000 - Dec. 31/2002
√	Weldwood of Canada Limited, Cariboo Division, Quesnel **0100007**	Industrial Wood and Allied Workers of Canada (mill employees)	Sept. 22/2000 ************ July 1/2000 - June 30/2003
	MULTIPROVINCE		
√	Air Canada, system-wide **0281009**	Air Canada Pilots Association (pilots)	Sept. 29/2000 ************ Apr. 2/2000 - Apr. 1/2004
	Air Canada system-wide **0281209**	Natl. Automobile, Aerospace, Transportation and General Workers Union of Canada (CAW-Canada) (customer service employees)	Oct. 10/2000 ************ Mar. 31/2002 - Mar. 27/2004
√	National Research Council of Canada, Canada-wide **0638410**	Professional Institute of the Public Service of Canada (scientific and other professional employees)	Sept. 15/2000 ************ July 20/2000 - July 19/2002
√	Purolator Courier Limited, Canada-wide **1034402**	Intl. Brotherhood of Teamsters (couriers)	Sept. 20/2000 ************ Jan. 1/2000 - Dec. 31/2003

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CURRENT KEY NEGOTIATIONS

Employer	Union	Number of employees	Status[1]	Expiry month
Public Sector				
•Government of Canada	Various unions	125,600	B/CO	Aug. 99/Sept. 00
•Canada Customs and Revenue Agency	PSAC and PIPS	48,020	B	(1st) Oct. 00
•Canadian Food Inspection Agency	PIPS and PSAC	4,330	B/CO	Sept. 00
•Cape Breton Development Corporation	Mineworkers (UMWA)	1,200	B	Dec. 98
•Government of Nova Scotia	CUPE	1,160	CO	Oct. 99
•Government of Nova Scotia	Nova Scotia Government Employees Union	6,830	B	Mar. 00
•Government of New Brunswick	Nurses Union	5,700	TENT	June 00
•Sydney Steel	Steelworkers	600	B	Oct. 99
•Government of Quebec	Quebec Provincial Police Assn.	4,700	TENT	June 98
•Montreal Urban Community	MUC Police Association	4,510	ARB	Dec. 98
•City of Toronto	Firefighters	3,000	MED/ARB	Various
•Manitoba Hydro-Electric Board	IBEW	2,300	CO	May 00
•Government of Northwest Territories	PSAC	4,000	B	Mar. 00
Private Sector				
•CN Rail	Various unions	11,000	B	Dec. 00
•CP Rail	Various unions	6,380	B	Dec. 00
•Falconbridge	CAW	1,260	WS	July 00
•Pipe Line Contractors' Association	Various unions	4,500	B	Apr. 00
•NAV CANADA	IBEW	950	B	Aug. 00
•Entourage Technology Solutions, Que. and Ont.	CEP	2,040	B	Aug. 00
•Motor Coach Industries, Man.	Machinists	1,620	B	Aug. 00
•Council of Marine Carriers (2 agts.)	Merchant Service Guild and Longshoremen	1,150	B	Aug. 00

[1] ARB arbitration; B bargaining; B/WS bargaining after work stoppage; CO conciliation; MED mediation; M/WS mediation after work stoppage; PAB post-arbitration bargaining; PCB post-conciliation bargaining; PMB post-mediation bargaining; TENT tentative agreement; WS work stoppage

MAJOR WORK STOPPAGES INVOLVING 500 OR MORE EMPLOYEES FROM SEPTEMBER 22 TO OCTOBER 26, 2000

Employer, Location, Union	Issues	Number of employees	Starting	Ending
Falconbridge Ltd., Falconbridge, Ont. Natl. Automobile, Aerospace, Transportation and General Workers Union of Canada (CAW-Canada)	Various issues	1,140	Aug. 1, 2000	
Loblaws Supermarkets Ltd., Gloucester and Nepean, Ont. United Food and Commercial Workers Intl. Union	Not available	1,200	Sept. 21, 2000	Oct. 4, 2000
Vancouver City Hall, Vancouver, B.C. Canadian Union of Public Employees	Flexible hours	2,500	Sept. 22, 2000	
Municipal Workers, Various Locations, Que. Cdn. Union of Public Employees	Issues related to municipal mergers	15,000	Oct. 11, 2000 (Illegal strike)	Oct. 12, 2000
Newfoundland and Labrador Health Board Association, province-wide, Nfld. Newfoundland and Labrador Association of Public and Private Employees	Job Classification	530	Oct. 18, 2000 (Illegal strike)	Oct. 26, 2000
Hub Meat Packers, Moncton, N.B. United Food and Commercial Workers International Union	Wages	750	Oct. 19, 2000 (lockout)	
York University, Toronto, Ont. Cdn. Union of Public Employees	Not available	2,100	Oct. 26, 2000	

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Collective Bargaining Bulletin

Volume 3, Issue 11, November 2000

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SUMMARIES

City of Vancouver *and* **Canadian Union of Public Employees**

- following a 7-week work stoppage to back demands for the re-introduction of work flexibility practices, 2,500 professional, service, office and clerical employees in Vancouver, British Columbia, reached a 36-month agreement which expires December 31, 2002
- wage adjustments of 2.0 per cent on January 1, 2000 and 2001 and 3.0 per cent on April 1, 2002; representing an average annual adjustment of 2.3 per cent
- signing bonus of $500 for full-time employees; prorated for part-time employees
- individual flextime provides 14 days leave per year in return for working an extra 25 minutes per day, now forms part of the collective agreement

continued

Canada

Ontario Council of Regents for Colleges of Applied Arts and Technology *and* **Ontario Public Service Employees Union**

- 6,000 technical, office and clerical employees, province-wide, Ontario, signed a 36-month agreement which expires August 31, 2003
- wage adjustments of 2.0 per cent, plus an additional step to the maximums of the wage grid, plus a new payband 15; September 1, 2001, 2.0 per cent, plus the increment differential between each step is increased to 3.0 per cent; September 1, 2002, 2.0 per cent, plus a 1.0 per cent general adjustment; over the three years, wages and other above adjustments range from 11.7 to 12.7 per cent
- improvements in health and welfare benefits
- retirees have access to dental and life insurance benefits
- provision renewed providing job security if employer contracts out employee's work
- committee to discuss a new classification system

Manitoba Hydro-Electric Board *and* **International Brotherhood of Electrical Workers**

- 2,300 service and maintenance employees, province-wide, Manitoba, reached a 36-month agreement which runs to May 23, 2003
- wage adjustments of 2.3 per cent in May 2000, 2001 and 2002
- classification adjustments of 0.7 per cent for all pay grades, plus a lump-sum payment of $550 for grades 5 to 10 in May 2000; 0.4 to 2.66 per cent adjustment in May 2001 and 0.5 per cent in May 2002
- salary plan and/or benefit plan improvements of 0.5 per cent in the third year
- establishment of a Health Spending Account that provides a $350 credit per employee per calendar year and will allow employee to apply for reimbursement of eligible health care and dental expenses that are allowable under the *Income Tax Act* but are not covered by any other health plan
- Vision Care plan will now include the cost of eye examinations and laser eye surgery
- improvements to Extended Health benefits plan

Ontario Power Generation Inc. *and* **Society of Energy Professionals**

- 4,470 scientific and other professionals and administrative service employees in nuclear and non-nuclear facilities, province-wide, Ontario, reached two 36-month first-time agreements which run to December 31, 2003
- wage adjustments of 3.0 per cent on January 1, 2001, 2.5 per cent on January 3, 2002 and 2.0 per cent on January 2, 2003
- under the Performance Pay Plan, for skills and competence performance, minimum payouts of 1.0 per cent of base payroll on January 3, 2002, for the year 2001; on January 2, 2003, for the year 2002 and on January 1, 2004, for the year 2003
- also, under the Plan, for re-earnable results based on perfomance, minimum payouts of 1.0 per cent of base payroll on January 3, 2002, for the year 2001; 2.0 per cent on January 2, 2003, for the year 2002 and 2.75 per cent on January 1, 2004, for the year 2003
- improvements in shift premium, health and welfare and pension plans

CURRENT SETTLEMENTS

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Employer, Location and Reference Number	Union and Bargaining Unit	Settlement Date ************ Term of Contract
NEWFOUNDLAND		
√ Memorial University of Newfoundland, St. John's **0522410**	Cdn. Union of Public Employees (technical and administrative services employees)	Oct. 11/2000 ************ Oct. 1/1999 - Sept. 1/2001 Reopener: June 30/2001
PRINCE EDWARD ISLAND		
Government of Prince Edward Island, province-wide **0460610**	Cdn. Union of Public Employees (building maintenance, office and clerical employees and bus drivers)	June 28/2000 ************** July 1/1999 - June 30/2002
QUEBEC		
√ Sobey's Québec, Montréal North **1097803**	United Food and Commercial Workers Intl. Union (wholesale employees)	Oct. 21/2000 ************** July 2/2000 - July 4/2003
√ University of Montréal, Montréal **0524010**	Syndicat général des professeurs de l'Université de Montréal (professors)	Oct. 17/2000 ************** June 1/2000 - May 31/2003
ONTARIO		
√ Carleton University, Ottawa **0530409**	Cdn. Union of Public Employees (support employees)	Oct. 25/2000 ************** July 1/2000 - June 30/2002
√ Centre for Addiction and Mental Health, Toronto **1257401**	Ontario Public Service Employees Union (health and social care professionals)	Aug. 11/2000 ************ Aug. 11/2000 - March 31/2002
√ London District Catholic School Board, London **1125102**	Ontario English Catholic Teachers' Association (elementary and secondary teachers)	Oct. 25/2000 ************** Sept. 1/2000 - Aug. 31/2002
Ontario Power Generation Inc. (Non-Nuclear), province-wide **1256201**	Society of Energy Professionals (scientific and other professionals and administrative service employees)	Aug. 16/2000 ************** Jan. 1/2001 - Dec. 31/2003

continued

Employer, Location and Reference Number	Union and Bargaining Unit	Settlement Date ********** Term of Contract
ONTARIO (continued)		
Ontario Power Generation Inc. (Nuclear), province-wide **1256301**	Society of Energy Professionals (scientific and other professionals and administrative service employees)	Aug. 16/2000 ********** Jan. 1/2001 - Dec. 31/2003
√ Ottawa-Carleton District School Board, Nepean and area **1237602**	Ontario Secondary School Teachers' Federation (occasional teachers)	Oct. 1/2000 ********** Sept. 1/2000 - Aug. 31/2001
√ Regional Municipality of Peel Police Services Board, Brampton **0719808**	Peel Regional Police Association (inside employees)	Sept. 19/2000 ********** Jan. 1/2000 - Dec. 31/2002
√ Regional Municipality of Peel Police Services Board, Brampton **0719708**	Peel Regional Police Association (police officers)	Sept. 19/2000 ********** Jan. 1/2000 - Dec. 31/2002
Regional Municipality of York Police Services Board, Newmarket **0874207**	Regional Municipality of York Police Association (police officers)	Oct. 26/2000 ********** Jan. 1/2000 - Dec. 31/2002
√ Thames Valley District School Board, London and area **1199001**	Cdn. Union of Public Employees (maintenance employees)	Aug. 29/2000 ********** Jan. 1/2000 - Dec. 31/2001
√ Thames Valley District School Board, London and area **1120702**	Elementary Teachers' Federation of Ontario (elementary teachers)	Sept. 28/2000 ********** Sept. 1/2000 - Aug. 31/2001
√ Thames Valley District School Board, London and area **1120802**	Ontario Secondary School Teachers' Federation (secondary teachers)	Sept. 12/2000 ********** Sept. 1/2000 - Aug. 31/2001
√ Waterloo Region District School Board, Kitchener and area **1123202**	Elementary Teachers' Federation of Ontario (elementary teachers)	Oct. 27/2000 ********** Sept. 1/2000 - Aug. 31/2001
Zehrs Markets, Division of Zehrmart Limited, Essex, Kent and Lambton counties **0426907**	United Food and Commercial Workers Intl. Union (retail employees)	Oct. 1/2000 ********** Aug. 16/2000 - July 1/2006

continued

Employer, Location and Reference Number	Union and Bargaining Unit	Settlement Date ********** Term of Contract
MANITOBA		
√ Hudson Bay Mining and Smelting Co. Ltd., Flin Flon **0015806**	United Steelworkers of America (mine employees)	Oct. 20/2000 ********** Jan. 1/2000 - Dec. 31/2002
ALBERTA		
Elk Island Public Schools Regional Division No. 14, Elk Island **1059804**	Alberta Teachers' Association (elementary and secondary teachers)	Oct. 24/2000 ********** Sept. 1/2000 - Aug. 31/2001
√ Parkland School Division No. 70, Stony Plain **0508012**	Alberta Teachers' Association (elementary and secondary teachers)	Oct. 30/2000 ********** Sept. 1/2000 - Aug. 31/2002 Reopener: Aug. 31/2001
BRITISH COLUMBIA		
√ Canadian Forest Products Ltd., Prince George **1258501**	Industrial Wood and Allied Workers of Canada (mill employees)	Oct. 31/2000 ********** July 1/2000 - June 30/2003
√ City of Coquitlam, Coquitlam **0736507**	Cdn. Union of Pubic Employees (inside and outside employees)	Oct. 18/2000 ********** Jan. 1/2000 - Dec. 31/2002
√ City of Richmond, Richmond **0731807**	Cdn. Union of Pubic Employees (inside employees)	Oct. 11/2000 ********** Jan. 1/2000 - Dec. 31/2002
√ City of Vancouver, Vancouver **0732007**	Cdn. Union of Public Employees (outside employees)	Oct. 12/2000 ********** Jan. 1/2000 - Dec. 31/2002
√ Corporation of Delta, Delta **0735907**	Cdn. Union of Public Employees (inside and outside employees)	Oct. 16/2000 ********** Jan. 1/2000 - Dec. 31/2002
MULTIPROVINCE		
√ Air Canada system-wide **0281209**	Natl. Automobile, Aerospace, Transportation and General Workers Union of Canada (CAW-Canada) (customer service employees)	Oct. 10/2000 ********** Mar. 31/2002 - Mar. 27/2004
√ Canada Customs and Revenue Agency, Canada-wide **1248001**	Professional Institute of the Public Service of Canada (auditors)	Oct. 21/2000 ********** June 22/2000 - June 21/2001

continued

Employer, Location and Reference Number	Union and Bargaining Unit	Settlement Date Term of Contract
MULTIPROVINCE (continued)		
Canadian Film and Television Production Assn., system-wide **1094003**	Writers Guild of Canada (writers)	Oct. 31/2000 ********** Nov. 1/2000 - Dec. 31/2002
√ Canadian National Railway Company, system-wide **1040603**	Brotherhood of Maintenance of Way (bridge and structure employees)	Oct. 27/2000 ********** Jan. 1/2001 - Dec. 31/2003
√ Government of Canada, Canada-wide **0288408**	Intl. Brotherhood of Electrical Workers (electronic technicians)	Oct. 6/2000 ********** Sept. 1/1999 - Aug. 31/2001
√ Government of Canada, Canada-wide **1184102**	Professional Institute of the Public Service of Canada (scientific and other professionals)	Oct. 27/2000 ********** Oct. 1/1999 - Sept. 22/2002
NDT Management Assn., Canada-wide **0638810**	United Association of Journeymen and Apprentices of the Plumbing and Pipe Fitting Industry of the United States and Canada and Intl. Brotherhood of Boilermakers, Iron Ship Builders, Blacksmiths, Forgers and Helpers (technical employees)	May 5/2000 ********** May 1/2000 - April 30/2003

CURRENT KEY NEGOTIATIONS

Employer	Union	Number of employees	Status[1]	Expiry month
Public Sector				
•Government of Canada	Various unions	119,160	B/CO	Nov. 99/Sept. 00
•Canada Customs and Revenue Agency	PSAC and PIPSC	42,020	B	(1st) Oct. 00
•Canadian Food Inspection Agency	PIPSC and PSAC	4,330	B/CO	Sept. 00
•VIA Rail	Various Unions	2,430	B	Dec. 00
•Cape Breton Development Corporation	Mineworkers (UMWA)	1,200	B	Dec. 98
•Government of Nova Scotia	CUPE	1,160	CO	Oct. 99

[1] ARB arbitration; B bargaining; B/WS bargaining after work stoppage; CO conciliation; MED mediation; M/WS mediation after work stoppage; PAB post-arbitration bargaining; PCB post-conciliation bargaining; PMB post-mediation bargaining; TENT tentative agreement; WS work stoppage

continued

CURRENT KEY NEGOTIATIONS (continued)

Employer	Union	Number of employees	Status[1]	Expiry month
Public Sector (continued)				
•Government of Nova Scotia	Nova Scotia Government Employees Union	5,700	B	Mar. 00
•Government of New Brunswick	Nurses Union	5,700	TENT	June 00
•Government of Quebec	Quebec Provincial Police Assn.	4,700	TENT	June 98
•City of Toronto	Firefighters	3,000	ARB	Various
•Government of Northwest Territories	PSAC	4,000	TENT	Mar. 00
Private Sector				
•CN Rail	Various unions	10,790	B	Dec. 00
•CP Rail	Various unions	6,380	B	Dec. 00
•Falconbridge	CAW	1,260	WS	July 00
•Pipe Line Contractors' Association	Various unions	4,500	B	Apr. 00
•NAV CANADA	IBEW	950	B	Aug. 00
•Entourage Technology Solutions, Que. and Ont.	CEP	2,040	TENT	Aug. 00
•Motor Coach Industries, Man.	Machinists	1,620	B	Aug. 00
•TELUS	IBEW	14,800	B	Dec. 00
•Council of Marine Carriers (2 agts.)	Merchant Service Guild and Longshoremen	1,150	B	Aug. 00

[1] ARB arbitration; B bargaining; B/WS bargaining after work stoppage; CO conciliation; MED mediation; M/WS mediation after work stoppage; PAB post-arbitration bargaining; PCB post-conciliation bargaining; PMB post-mediation bargaining; TENT tentative agreement; WS work stoppage

MAJOR WORK STOPPAGES INVOLVING 500 OR MORE EMPLOYEES FROM OCTOBER 27 TO NOVEMBER 30, 2000

Employer, Location, Union	Issues	Number of employees	Starting	Ending
Falconbridge Ltd., Falconbridge, Ont. Natl. Automobile, Aerospace, Transportation and General Workers Union of Canada (CAW-Canada)	Various issues	1,140	Aug. 1, 2000	
Vancouver City Hall, Vancouver, B.C. Canadian Union of Public Employees	Flexible hours	2,500	Sept. 22, 2000	Nov. 16, 2000

continued

MAJOR WORK STOPPAGES (continued)

Employer, Location, Union	Issues	Number of employees	Starting	Ending
Hub Meat Packers, Moncton, N.B. United Food and Commercial Workers International Union	Wages	750	Oct. 19, 2000 (lockout)	Nov. 14, 2000
Transportation Companies - Port of Montréal, Montréal, QC Unorganized	Union recognition, wages and work week	900	Oct. 22, 2000 (Illegal strike)	Nov. 20, 2000
York University, Toronto, Ont. Cdn. Union of Public Employees	Not available	2,100	Oct. 26, 2000	
Memorial University, St. John's and Corner Brook, Nfld. Memorial University of Newfoundland Faculty Association	Wages	760	Oct. 31, 2000	Nov. 14, 2000
Hamilton-Wentworth District School Board, Hamilton, Ont. Elementary Teachers' Federation of Ontario	Not available	2,100	Oct. 31, 2000 (lockout)	Nov. 22, 2000
Winnipeg Free Press, Winnipeg, Man. Communications, Energy and Paperworkers Union of Canada	Wages	650	Nov. 9, 2000	Nov. 14, 2000

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Catalog Number: L12-23E, ISSN: 1480-6908.

The full Calendar of Major Collective Agreement Expiries and Reopeners for the Year 2000 is available on the Workplace Information Directorate Web site at:

http://labour.hrdc-drhc.gc.ca/doc/wid-dimt/eng/expreo.cfm

The content of this publication has been prepared by members of the Social Science Employees Association and the Public Service Alliance of Canada.

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Wage Settlements Bulletin

A monthly publication providing the most up-to-date information and analysis of major wage developments in collective bargaining in Canada. The Bulletin is a valuable and recognized reference source providing statistical and analytical information illustrated with useful charts and tables on recent wage developments in Canada. The aggregate data and details are published in the following groupings: public and private sectors, regions and jurisdictions, and major industry groups. Annual subscription: Canada, $200 plus 7% GST ($214); other countries, U.S. $200. (Available by fax or by mail).

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Human Resources Development Canada
Développement des ressources humaines Canada

Collective Bargaining Bulletin

Volume 3, Issue 12, December 2000

FOREWORD

Through its Collective Bargaining Bulletin, the Workplace Information Directorate continues to provide the industrial relations community with rapid access to current information on recent major collective bargaining settlements in Canada and the status of on-going key negotiations.

Summaries of the most recent settlements are presented with an emphasis on the main negotiated changes to the previous agreement. These summaries relate to concluded negotiations for which finalized settlement reports were not available at the time of publishing.

In the listing of ***current settlements***, settlement reports which are available at time of print are preceded by a check mark. Subscribers may select and obtain, either by facsimile or mail, those reports which are of particular interest by calling the Workplace Information Directorate at 1-800-567-6866 or (819) 997-3117.

Also provided in the Collective Bargaining Bulletin are details on ***current key negotiations*** and a list of ***major work stoppages*** stating surrounding issues.

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Catalog Number: L12-23E, ISSN: 1480-6908

SUMMARIES

Aventis Pasteur Limited *and* **Communications, Energy and Paperworkers Union of Canada**

- 575 employees involved in the research, development and production of vaccine products in Toronto, Ontario, reached a 36-month agreement which runs to September 30, 2003
- wage adjustments of 3.0 per cent in October 2000, 2001, and 2002
- during the second year of the agreement, employees to receive up to $500 bonus based on successful attainment of five company annual objectives
- improvements in afternoon, night and Saturday and Sunday shift premiums and pension plan wording

continued

Canada

Waterfront Foremen Employers Association *and* **International Longshore and Warehouse Union-Canada**

- following 25 months of negotiations and with the assistance of a conciliation officer, 500 waterfront foremen in Vancouver and other centres, British Columbia, reached a 48-month agreement which runs to December 31, 2002
- wage adjustments of 60¢ per hour on January 1, 1999, 87¢ per hour on January 1, 2000 and 2001, and 86¢ per hour on January 1, 2002
- introduction of a cost-of-living allowance, payable in a lump-sum payment and based on percentage increase in the Consumer Price Index triggered at 2.5 per cent, applied to the 2002 day shift base rate and multiplied by the number of hours worked in 2002
- improvements to health and welfare and pension plans

Winnipeg Free Press *and* **Communications, Energy and Paperworkers Union of Canada**

- 700 newspaper carriers in Winnipeg, Manitoba, signed a 12-month agreement which expires on October 31, 2001
- per paper profit is increased by ½ cent on November 1, 2000 and by ¼ cent on October 31, 2001; total compensation is based on a formula which takes into account the profit formula, kilometre allowance, route bonus and $7.35 per hour
- signing bonus of $200
- effective April 1 of each year, employer will provide a sum of $75 to carriers with at least one year's service for the purpose of assisting the carrier with the cost of finding a replacement carrier for scheduled time off
- vehicle allowance increased to 22¢ (18¢) per kilometre on November 1, 2000, and to 24¢ per kilometre on October 31, 2001

City of Edmonton *and* **Civic Service Union No. 52**

- 2,250 technical, administrative, office and clerical employees in Edmonton, Alberta, signed a 36-month agreement which expires December 28, 2002
- wage adjustments of 3.0 per cent in December 1999, 2000 and 2001
- effective January 1, 2001, employer will contribute 70 (50) per cent of premium cost of the Supplementary Health Care Plan
- parties to review cost containment strategies for July 1, 2001 implementation, including the review of drug coverage alternatives, least cost drug options and a dispensing fee cap
- parties will undertake a program to review and address concerns related to contracting-out

Hub Meat Packers Ltd. (purchased by Maple Leaf Foods in 2000) *and* **United Food and Commercial Workers International Union**

- following an approximate 4-week work stoppage, 760 plant employees in Moncton, New Brunswick, reached a 27-month agreement which runs to October 14, 2002
- wage freeze for duration of agreement
- for each year of the agreement, employees will receive the greater of either a lump-sum amount of $250 or 6.0 per cent of company profits, divided equally between eligible unionized employees
- labour-management committee established to discuss issues of health, safety and other areas of common concern

Maple Lodge Farms Ltd. *and* **United Food and Commercial Workers International Union**

- 1,100 plant employees in Norval, Ontario, reached a 36-month agreement which runs to October 12, 2003
- wage adjustments of 35¢ per hour on October 13, 2000 and 2001, and 40¢ per hour on October 13, 2002
- life insurance and accidental death and dismemberment coverage increased to $30,000 for employee; life insurance coverage of spouse to $5,000 and of dependent child to $2,500
- maximum dental coverage for each employee and each dependent of $1,750 per year and Ontario Dental Association fee schedule revised annually
- by March 1, 2001, employer to implement a generic drug card plan which will include brand name drugs when no substitution indicated on prescription
- over the duration of the agreement, employer contributions to the pension plan will increase to 55¢ per hour per employee to a maximum of 40 hours per week

CURRENT SETTLEMENTS

√ ***To obtain copies of reports preceded by a check mark, visit NEGOTECH at http://206.191.16.138/gol/ – Should you have any difficulty with access, call the Workplace Information Directorate at 1-800-567-6866 or (819) 997-3117. Reports are available in both official languages.***

Employer, Location and Reference Number	Union and Bargaining Unit	Settlement Date ********** Term of Contract
PRINCE EDWARD ISLAND		
Government of Prince Edward Island, province-wide **0460610**	Cdn. Union of Public Employees (building maintenance, office and clerical employees and bus drivers)	June 28/2000 ********** July 1/1999 - June 30/2002
NEW BRUNSWICK		
√ Government of New Brunswick, province-wide **0545008**	New Brunswick Nurses Union (nurses)	Nov. 25/2000 ********** July 1/2000 - Dec. 31/2003
Hub Meat Packers Ltd., Moncton **1258601**	United Food and Commercial Workers Intl. Union (processing employees)	Nov. 9/2000 ********** Oct. 15/2000 - Oct. 14/2002
QUEBEC		
√ Entourage Solutions Technologigues Inc., province-wide **1032303**	Communications, Energy and Paperworkers Union of Canada (technical employees)	Nov. 16/2000 ********** Oct. 1/2000 - Sept. 30/2004
√ Société des alcools du Québec, province-wide **0449308**	Syndicat des employés de magasins et de bureaux de la S.A.Q. (retail, office and clerical employees)	Nov. 28/2000 ********** Jan. 1/2000 - Dec. 31/2002
ONTARIO		
Aventis Pasteur Limited, Toronto and Bolton **0237408**	Communications, Energy and Paperworkers Union of Canada (plant and maintenance employees)	Nov. 23/2000 ********** Oct. 1/2000 - Sept. 30/2003
√ Entourage Technology Solutions Inc., province-wide **1025203**	Communications, Energy and Paperworkers Union of Canada (technical employees)	Nov. 16/2000 ********** Oct. 1/2000 - Sept. 30/2004
Kawartha Pine Ridge District School Board, Peterborough and area **1199201**	Cdn. Union of Public Employees (service and maintenance employees)	Nov. 23/2000 ********** Jan. 1/1998 - Aug. 31/2002

continued

	Employer, Location and Reference Number	Union and Bargaining Unit	Settlement Date ********** Term of Contract
	ONTARIO (continued)		
√	Limestone District School Board, Kingston and area **1124302**	Elementary Teachers' Federation of Ontario (elementary teachers)	Nov. 10/2000 ********** Sept. 1/2000 - Aug. 31/2001
√	Limestone District School Board, Kingston and area **1124402**	Ontario Secondary School Teachers' Federation (secondary teachers)	Nov. 10/2000 ********** Sept. 1/2000 - Aug. 31/2001
	Maple Lodge Farms Ltd., Norval **0026909**	United Food and Commercial Workers Intl. Union (production employees)	Nov. 17/2000 ********** Oct. 13/2000 - Oct. 12/2003
	Ontario Council of Regents for Colleges of Applied Arts and Technology, province-wide **0521409**	Ontario Public Service Employees' Union (support employees)	Nov. 16/2000 ********** Sept. 1/2000 - Aug. 31/2003
√	Ontario Power Generation Inc. (Non-Nuclear), province-wide **1256201**	Society of Energy Professionals (scientific and other professionals and administrative service employees)	Aug. 16/2000 ********** Jan. 1/2001 - Dec. 31/2003
√	Ontario Power Generation Inc. (Nuclear), province-wide **1256301**	Society of Energy Professionals (scientific and other professionals and administrative service employees)	Aug. 16/2000 ********** Jan. 1/2001 - Dec. 31/2003
√	Regional Municipality of York Police Services Board, Newmarket **0874207**	Regional Municipality of York Police Association (police officers)	Oct. 26/2000 ********** Jan. 1/2000 - Dec. 31/2002
√	Upper Grand District School Board, Guelph and area **1122102**	Ontario Secondary School Teachers' Federation (secondary teachers)	Oct. 27/2000 ********** Oct. 27/2000 - Aug. 31/2001
√	Zehrs Markets, Division of Zehrmart Limited, Essex, Kent and Lambton counties **0426907**	United Food and Commercial Workers Intl. Union (retail employees)	Oct. 1/2000 ********** Aug. 16/2000 - July 1/2006
	MANITOBA		
√	Manitoba Hydro-Electric Board, province-wide **0411509**	Intl. Brotherhood of Electrical Workers (service and maintenance employees)	Nov. 2/2000 ********** May 25/2000 - May 21/2003

continued

	Employer, Location and Reference Number	Union and Bargaining Unit	Settlement Date ************ Term of Contract
	MANITOBA (continued)		
√	Manitoba Lotteries Corporation, Winnipeg **1041003**	Manitoba Government Employees' Union (casino employees)	Nov. 11/2000 ************ March 26/2000 - Sept. 30/2003
	Winnipeg Free Press, Winnipeg **1201602**	Communications, Energy and Paperworkers Union of Canada (print media employees)	Nov. 13/2000 ************ Nov. 1/2000 - Oct. 31/2001
	SASKATCHEWAN		
√	University of Saskatchewan, Saskatoon **0532908**	University of Saskatchewan Faculty Association (professors and librarians)	Nov. 1/2000 ************ July 1/1998 - June 30/2001
	ALBERTA		
√	Board of Education of the Edmonton Catholic Regional Division No. 40, Edmonton **1194803**	Alberta Teachers' Association (elementary and secondary teachers)	Nov. 28/2000 ************ Sept. 1/2000 - Aug. 31/2002 Reopener: Aug. 31/2001
	City of Edmonton, Edmonton **0726207**	Civic Service Union No. 52 (inside employees)	Nov. 16/2000 ************ Dec. 19/1999 - Dec. 28/2002
√	Elk Island Public Schools Regional Division No. 14, Elk Island **1059804**	Alberta Teachers' Association (elementary and secondary teachers)	Oct. 24/2000 ************ Sept. 1/2000 - Aug. 31/2001
	BRITISH COLUMBIA		
√	City of Vancouver, Vancouver **0732507**	Cdn. Union of Public Employees (inside employees)	Nov. 21/2000 ************ Jan. 1/2000 - Dec. 31/2002
	Vancouver Public Library, Vancouver **0536707**	Cdn. Union of Public Employees (librarians, office and clerical employees)	Nov. 1/2000 ************ Jan. 1/2000 - Dec. 31/2002
	Waterfront Foremen Employers Association, Vancouver and other centres **0326409**	Intl. Longshore and Warehouse Union-Canada (foremen)	Nov. 27/2000 ************ Jan. 1/1999 - Dec. 31/2002

continued

Employer, Location and Reference Number	Union and Bargaining Unit	Settlement Date / Term of Contract
MULTIPROVINCE		
√ Canadian Film and Television Production Assn., system-wide **1094003**	Writers Guild of Canada (writers)	Oct. 31/2000 ********** Nov. 1/2000 - Dec. 31/2002
√ NDT Management Assn., Canada-wide **0638810**	United Association of Journeymen and Apprentices of the Plumbing and Pipe Fitting Industry of the United States and Canada and Intl. Brotherhood of Boilermakers, Iron Ship Builders, Blacksmiths, Forgers and Helpers (technical employees)	May 5/2000 ********** May 1/2000 - April 30/2003

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Employer	Union	Number of employees	Status[1]	Expiry month
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•City of Toronto	Firefighters	3,000	ARB	Various
•Government of Saskatchewan	SGEU	9,560	B	Sept. 00
•Government of Northwest Territories	PSAC	4,000	TENT	Mar. 00
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•CN Rail	Various unions	10,790	B	Dec. 00
•CP Rail	Various unions	6,380	B	Dec. 00
•Alcan	Various unions	4,435	B	Jan. 01
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•TELUS	TWU	14,800	B	Dec. 00
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MAJOR WORK STOPPAGES INVOLVING 500 OR MORE EMPLOYEES FROM DECEMBER 1 TO DECEMBER 21, 2000

Employer, Location, Union	Issues	Number of employees	Starting	Ending
Falconbridge Ltd., Falconbridge, Ont. Natl. Automobile, Aerospace, Transportation and General Workers Union of Canada (CAW-Canada)	Various issues	1,140	Aug. 1, 2000	
York University, Toronto, Ont. Cdn. Union of Public Employees	Not available	2,100	Oct. 26, 2000	
Budd Canada Inc., Kitchener, Ont. Natl. Automobile, Aerospace, Transportation and General Workers Union of Canada (CAW-Canada)	Not available	1,900	Nov. 30, 2000 Illegal strike	Dec. 01, 2000
Station Mont-Tremblant, Mont-Tremblant, Que. Confédération des syndicats nationaux	Subcontracting, wages, contract duration and vacation	1,740	Dec. 18, 2000	Dec. 19, 2000

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For further information, contact the Workplace Information Directorate:

1-800-567-6866 or (819) 997-3117

1-819-953-9582

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